

Catawba County Emergency Medical Services Standard Operating Guidelines

Light Duty

When an employee has a temporary disability or disabling condition that prohibits the employee from performing or being able to perform the essential functions of the position assigned, a department may have light duty or restricted duty available.

Each situation is reviewed on a case-by-case basis. Since certain federal laws, including HIPAA, the Americans with Disabilities Act, and Family Medical Leave prevent the department from receiving medical information; only that information relating to essential functions will be accepted and maintained by the department.

Employees requesting light duty must provide the EMS Manager a written request. Determining light or restricted duty assignments will be based on available assignments, abilities, and qualifications. There is no promise that alternative duties will be available.

4/7/06 – BDB